



# THE FOUR PILLARS OF ACCESSIBLE EMPLOYMENT

OPERATED BY

open  
door  
group



# THE FOUR PILLARS OF ACCESSIBLE EMPLOYMENT



A **commitment** to be inclusive is made, supported, and communicated by senior leaders;

**Employment opportunities** exist or are created;

Diverse talent pool is **valued** and there is a **focus on ability** in relation to the job;

Explore and develop **community partnerships**.

BUILDING FOUNDATION FOR INCLUSION

COMMITMENT



# Company Culture

Company culture is the ongoing expression of a company's values through its artifacts. An artifact is any memorable event or object that is created by a member of the company.

BUILDING FOUNDATION FOR INCLUSION

COMMITMENT



## Artifacts

An artifact is any memorable event or object that is created by a member of the company.



# Company Culture





Designate a **DEI Lead** to facilitate the strategic plan with the leadership team;

Apply a **change management process**, preparing hiring managers to shift practices;

**Training and education** to support skills development and a **culture of inclusion** for leaders and staff;

**Develop recruitment best practices** to hire people with disabilities - whether visible, apparent, or not visible.

PREPARING ORGANIZATIONS TO BE INCLUSIVE

READINESS



**Active recruitment** of people with disabilities for career opportunities;

**Engage different interview styles** and approaches;

**Proactive disclosure of abilities** in relation to the position;

**Screen in vs. screen** out and build candidate pools.

ADAPTING THE RECRUITMENT PROCESS TO HIRE DIVERSE TALENT

RECRUITMENT





Ensure a **culture of inclusion** exists within the workplace to retain talent;

**Adjustments are in place** prior to start – setting people up for continued success;

New employee **supports and resources**;

Continue to **build internal momentum** and capacity.

ENSURING FULL ENGAGEMENT OF DIVERSE TALENT  
THROUGHOUT LIFECYCLE OF EMPLOYMENT

RETENTION



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## Resources:

- Discover Ability Roadmap  
<https://discoverability.network/business/roadmap/>
- Inclusive Employer Self-Assessment  
<https://accessibleemployers.ca/what-we-do/inclusive-employer-self-assessment/>
- #AbleTo – A learning series on disability inclusion at work  
<https://ableto.ca/learn/>
- CAN WiN Canadian Partners in Workforce Innovation  
<https://www.canadianpartnerswin.ca/>

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